

## Kent County Council

### Job Description: *Family Hub Practitioner 11-19 (25)*

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| <b>Directorate:</b>    | Children, Young People, and Education |
| <b>Unit/Section:</b>   | Integrated Childrens Services         |
| <b>Grade:</b>          | KSE                                   |
| <b>Responsible to:</b> | Family Hub District Manager           |

#### **Purpose of the Job:**

To operate as a Family Hub practitioner within the Family Hub team in an agile fashion at a variety of outreach settings (including home visiting) within a district providing 1:1 and group support to Young People and their families.

To work closely with integrated children's services team to provide support for vulnerable young people and their families.

To work in partnership with a range of multi-agency providers including Schools, Police and District Councils and community organisations to improve outcomes for identified vulnerable children and their families.

To be knowledgeable and proactive in supporting and encouraging young people and their families to take advantage of the Family Hub Digital and Virtual offer and other routes of advice and guidance.

To provide expert guidance to families about young people's development and the pressures young people face to enable them to support their child to achieve health, wellbeing, and education outcomes.

To facilitate and support peer groups where required.

This postholder will be expected to work flexibly across the 11-19 (25 for young people with SEND (Special Education Needs and Disabilities)) age range but may also be required to support work across the wider age range where needs arise in the district.

The post holder will be expected to operate a Whole Family approach in their practice and work around the times of the Family. As such, this post will be expected to work flexibly including, on occasions, at evening and weekends, and will be co-ordinated by Management as required.

## **Main duties and responsibilities:**

1. To plan and deliver focused support to young people and their families in the district through provision of 1:1 and topic-based group support. This may also include digital and online support.
2. To provide 1:1 and topic-based group support to young people and their families who have been identified by ICS (Integrated Children's Services) to address issues highlighted by the assessment and plan. This will include contribution to assessments and plans where clear identified outcomes are to be achieved as part of the interventions.
3. To work with young people and their families to minimise risks of contextual safeguarding and exploitation and develop greater awareness of safety.
4. Using evidence-based practice, provide support for young people identified with social, emotional, and behavioural needs.
5. To work with young people and their families/carers using evidence-based practice to support improved family relationships and support.
6. To support young people and their families to identify and build positive independent networks across local communities.
7. To work to strengthen the resilience of young people and their families by supporting them to access Digital services and information and guidance
8. To contribute to the District Contextual safeguarding strategy, identifying assessing and responding to places and spaces where there are increased risks for young people.
9. To lead, plan and deliver parenting workshops or programmes throughout the year to parents of young people.
10. To support the family in dealing with the complex situations that their young person may be experiencing. E.g. Drugs and Alcohol, Exploitation. Sexual Orientation, Gender. / Adolescent to Parent Violence, Youth Justice/Attendance/Transition.
11. To work alongside multi agency partners, particularly schools to deliver high quality, evidence-based interventions to identified young people and families to improve outcomes.
12. To ensure that outcomes are met, and key indicators are achieved in line with expected standards.
13. To ensure that the lived experience and voice of the young person is central to all planning and delivery of support.
14. To ensure that young people and their families are supported to participate in developing service design and service delivery as part of the co-design principle of Family Hubs.
15. Maintain records to a high and consistent standard in and all relevant documentation in line with policy and ensure that all electronic systems are updated and maintained as appropriate.
16. To ensure that the Supporting Families programme outcomes are supported.
17. To work flexibly according to the needs of the community which may include evenings, weekends as and when required using Family Hub sites and outreach venues.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

## Kent County Council

### Person Specification: *Family Hub Practitioner 11-19 (25)*

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The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

|                             | <b>CRITERIA</b>  |
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| <b>QUALIFICATIONS</b>       | Level 3 Diploma (or equivalent) in Youth work, Health and Social Care or a relevant field, or evidence of relevant and substantial experience  |
| <b>EXPERIENCE</b>           | Experience of working with vulnerable young people and families in the public, private or voluntary sector<br><br>Experience of engaging and gaining the trust of young people and their families<br><br>Experience of working in a multi-agency environment to improve outcomes for vulnerable young people.<br><br>Experience of creating accurate, timely and concise written records including assessments in line with standards.<br><br>Experience of delivering programmes  |
| <b>SKILLS AND ABILITIES</b> | Ability to work effectively as part of a team and self-directed<br><br>Ability to plan, deliver and evaluate effective interventions<br><br>Ability to communicate effectively with young people and their families and build trusting relationships<br><br>Ability to deal with difficult/sensitive situations<br><br>Ability to identify signs of poor mental health, substance misuse, exploitation, grooming and contextual safeguarding risks<br><br>Ability to handle confidential information<br><br>Organisational abilities and accurate record keeping skills<br><br>Ability to evidence utilisation of available external resources to support young people e.g. links to community organisations |
| <b>KNOWLEDGE</b>            | Sound knowledge and understanding of adolescent development and parenting<br><br>Sound knowledge of KCC's safeguarding procedures<br><br>Understanding of the impact of inequality and deprivation on outcomes   |

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|   | <p>Understanding of Integrated Childrens Services practice framework</p> <p>Knowledge and understanding of contextual safeguarding, exploitation, and community-based risks.</p> <p>Knowledge of special educational needs &amp; disability</p> <p>Knowledge and understanding of policy and practice developments relevant to children and young people in line with Integrated Children’s services Quality Assurance.</p> <p>Knowledge of a range of diversity issues that affect young people including gender identity and sexuality.</p>  |
| <p><b>KENT VALUES AND CULTURAL ATTRIBUTES</b></p> | <p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• We are <b>brave</b>. We do the right thing, we accept and offer challenge</li> <li>• We are <b>curious</b> to innovate and improve</li> <li>• We are <b>compassionate</b>, understanding and respectful to all</li> <li>• We are <b>strong together</b> by sharing knowledge</li> <li>• We are all <b>responsible</b> for the difference we make</li> </ul> <p>Our values enable us to build a culture that is:</p> <p><b>Flexible/agile</b> - willing to take (calculated) risks and want people that are flexible and agile</p> <p><b>Curious</b> - constantly learning and evolving</p> <p><b>Compassionate and Inclusive</b> - compassionate, understanding and respectful to all</p> <p><b>Working Together</b> - building and delivering for the best interests of Kent</p> <p><b>Empowering</b> - Our people take accountability for their decisions and actions</p> <p><b>Externally Focused</b> - Residents, families and communities at the heart of decision making</p> <p>(If this document is being used for recruitment purposes, examples of Behaviours which support the Kent Values will need to be demonstrated within the context of this post)</p> |